

Immanuel Lutheran School

Board of Education Meeting

January 27, 2026 5:15 PM

Attending:

Dean Jennissen, Jonah Dagel, Justin Scholten, Deb Jons, Lori Henning, Leann Henning, Brandon Laabs

Immanuel Lutheran School

Board of Education Meeting

Tuesday, Jan 27, 2026

Meeting Summary

The meeting opened with a devotion on Christian values, emphasizing the importance of morals in modern education. Prayer was offered for state leaders, school families, and the leadership of the Board.

Tuition Strategy and Rates The Board discussed tuition history and benchmarks compared to local schools and Synod averages, noting that ILS remains on the lower end. With an current enrollment of 120 and a goal of 125-130 students , the Board approved the following rates for the 2026-2027 school year to address rising costs:

- **Member K-8:** \$2,500 (approx. 5% increase).
- **Non-Member K-8:** \$3,400 (approx. 8.1% increase).
- **Preschool (3-year-olds):** \$1,150.
- **Pre-K (4-year-olds):** \$2,650.

Financial Reports

- **Donations:** Total donations for the year reached approximately \$74,000. This includes \$10,000 for curriculum and a \$2,120 gift for the music program.
- **Fund Balances:** The Children's Fund balance is approximately \$30,000 after accounting for \$25,400 in dedicated funds.
- **Assistance:** The Board approved \$7,150 in tuition assistance for the spring semester. Lunch assistance was also approved for two families in need at a rate of \$166 per student.

Accreditation and Governance

- **Transparency:** Per accreditation standards, the Board noted that minutes should be available to the public and meetings should be publicized as open to attend.
- **Work Session:** A meeting is scheduled for February 24 to allow the Board and staff to review and rate evidence for various accreditation standards.

Administrative Updates

- **2026-2027 Calendar:** The Board approved a 167-day calendar. Due to a late Labor Day, the school will start before the holiday for the first time.
 - **Security:** The building has been geo-mapped for law enforcement to assist with emergency response and evacuation.
 - **Staff Benefits:** The Board plans to meet with a Concordia plans representative to discuss increasing staff participation in 403(b) matching and HSA benefits.
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Action Items

- **Dean Jennissen:** Publish 2026-2027 tuition rates and begin building TADS agreements.
- **Board/Staff:** Attend the accreditation work session on Feb 24.
- **Dean Jennissen/Lori Henning:** Coordinate a meeting to review staff benefit participation.

Next Meeting: Tuesday, February 24, 2026, at 4:30 PM.

Immanuel Lutheran School

Board of Education Meeting

November 19, 2025 5:30 PM

Attending:

Dean Jennissen, Jonah Dagel, Justin Scholten, Deb Jons, Lori Henning

Meeting Summary

The meeting opened with a devotion based on Philippians 4:11–13, focusing on contentment, trust in God's provision, and steady leadership through both abundance and challenge. Prayer was offered for wisdom, discernment, and continued provision for the school.

The Board reviewed and approved the minutes from the previous meeting.

The principal reported on a strong and active quarter marked by successful events, fundraising efforts, and a positive start to the current quarter. A recent visit to Alpha resulted in a \$720 donation to the school. Work is underway to install a Christian flag in the gym, and appreciation was expressed for volunteer support assisting with facility improvements.

Financial reports were reviewed. A \$7,500 donation to the hot lunch program significantly supported ongoing expenses. Lunch assistance funds currently total just under \$3,000, and tuition assistance funds total just under \$12,000. A second disbursement of tuition and lunch assistance will be considered in January. Tuition and fee balances remain stable, reducing the need for transfers. Additional donations, including support for the band program, were acknowledged.

An update was provided on compliance with the Minnesota Paid Leave Act. Policy development and employee notifications are being handled in coordination with legal and HR support. Required posters have been received and displayed. The church has indicated willingness to absorb employer-related costs associated with the program.

Accreditation updates were shared. Parent survey participation was strong, with approximately 59 responses received. Preliminary themes highlighted strengths in spiritual focus, leadership, and student behavior and safety. Areas identified for future focus included compensation, public relations/marketing, and communication related to governance and financial support. Staff continue work on accreditation standards, with a completion target of December 19, and a board work session is planned for January.

The principal shared early exploratory discussions regarding a potential future high school partnership with Genesis Virtual Academy. No decisions were made; the Board supported continued information gathering and concept development for possible future consideration.

Housing allowance forms for eligible staff were reviewed and approved. Attendance concerns were discussed, including isolated cases of chronic tardiness and absenteeism. Administration will continue to address attendance in accordance with school policy. Late tuition procedures were reviewed, with guidance to allow families time to communicate plans before further action.

Initial discussion began regarding the 2026–2027 academic calendar due to a late Labor Day. Options include starting before Labor Day or extending the school year later into May. No action was taken; staff input will be gathered and a recommendation brought back to the Board.

Facilities updates included receipt of a \$1,500 LCMS grant for early childhood playground equipment, which has been reimbursed. Minor roof repair updates were noted.

Additional informational discussion addressed student culture, media discernment, and faith-based guidance within classrooms. The meeting concluded with prayer.

Action Items

- **Dean Jennissen** – Prepare for a January tuition and lunch assistance disbursement recommendation.
- **Dean Jennissen** – Continue gathering information and refining concepts related to potential Genesis Virtual Academy partnership.
- **Dean Jennissen / Leadership Team** – Complete accreditation standards documentation by December 19.
- **Dean Jennissen** – Gather staff input on 2026–2027 calendar options and bring a recommendation to the Board.
- **Dean Jennissen** – Continue monitoring attendance concerns and follow policy as appropriate.
- **Brandon Laabs** – Finalize and forward approved housing allowance documentation to the church council.

Respectfully Submitted,

Lori L. Henning